

LETTER OF AGREEMENT

CITY OF LOS ALTOS

AND

THE LOS ALTOS MUNICIPAL EMPLOYEE ASSOCIATION

This Letter of Agreement (Agreement) between the City of Los Altos (City) and the Los Altos Municipal Employee Association (Association) (collectively “Parties”) is entered into with respect to the following:

WHEREAS, the current Memorandum of Understanding (MOU) between Parties is currently set to expire on June 30, 2020;

WHEREAS, the Parties were set to begin negotiations over a successor MOU in March 2020; and

WHEREAS, on March 4, 2020, the Governor of California declared a State of Emergency due to the outbreak and spread of COVID-19; and

WHEREAS, on March 13, 2020, the President of the United States declared a National Emergency concerning COVID-19 outbreak; and

WHEREAS, on March 16, 2020, the Santa Clara County Public Health Officer and the Board of Supervisors declared a local health emergency in response to COVID-19; and

WHEREAS, on March 16, 2020, the Santa Clara County Public Health Officer and the Board of Supervisors declared a local health emergency in response to COVID-19 and instituted a shelter in place order; and

WHEREAS, on March 31, 2020, the Santa Clara County Public Health Officer extended the shelter in place order to May 3, 2020; and

WHEREAS, the Parties have agreed to postpone negotiations and extend the current MOU due to the national, state, and local emergency that has resulted from COVID-19;


WHEREAS, the Parties have agreed that Association members will receive a Cost of Living Increase effective July 1, 2020;

WHEREAS, the following memorializes the Parties’ Agreement:

1. The term of the MOU is extended from June 30, 2020 to December 31, 2020; and
2. Effective the first full pay period that includes July 1, 2020, base salary (defined as base pay only) shall be increased by the April 2020 12-month Consumer Price Index, San Francisco Area, by the U.S. Department of Labor Bureau of Labor Statistics (minimum of 2% and maximum of 3%);

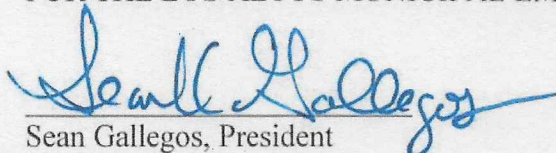
3. This Agreement is effective upon ratification by the Association membership and subsequent approval of the Los Altos City Council.

FOR THE CITY OF LOS ALTOS


Chris Jordan, City Manager

5/1/2020
Date

FOR THE LOS ALTOS MUNICIPAL EMPLOYEE ASSOCIATION


Sean Gallegos, President

4-28-20
Date